

Providence St. Joseph Health

Providence St. Joseph Health Digital Commons

Year of the Nurse: Clinical Scholarship
Presentations

2020 Providence St. Joseph Health Regional
Research Day

9-17-2020

h. Advancing your Education to the Doctoral Level: DNP, PhD, EdD: Dr. Sheli Hicks Cain

Sheli Hicks Cain

Providence St. Joseph Health, sheli.hicks@providence.org

Follow this and additional works at: https://digitalcommons.psjhealth.org/research_day_presentations



Part of the [Medical Education Commons](#), and the [Nursing Commons](#)

Recommended Citation

Hicks Cain, Sheli, "h. Advancing your Education to the Doctoral Level: DNP, PhD, EdD: Dr. Sheli Hicks Cain" (2020). *Year of the Nurse: Clinical Scholarship Presentations*. 5.

https://digitalcommons.psjhealth.org/research_day_presentations/5

This Presentation is brought to you for free and open access by the 2020 Providence St. Joseph Health Regional Research Day at Providence St. Joseph Health Digital Commons. It has been accepted for inclusion in Year of the Nurse: Clinical Scholarship Presentations by an authorized administrator of Providence St. Joseph Health Digital Commons. For more information, please contact digitalcommons@providence.org.

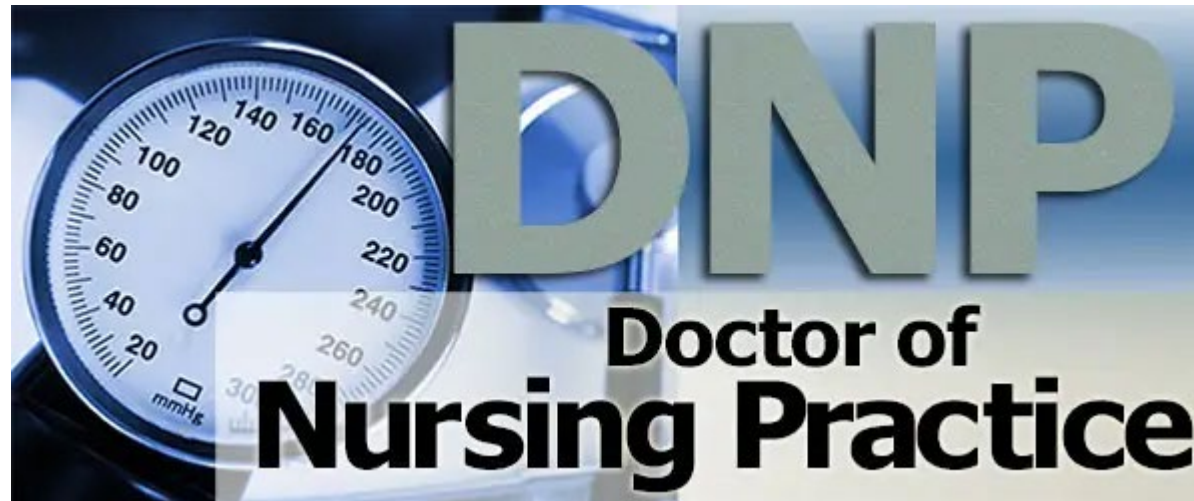
The background features abstract, overlapping geometric shapes in various shades of blue, primarily on the right side, creating a modern, layered effect. The rest of the background is a solid light blue.

Dr. Sheli Hicks Cain

Decision Process

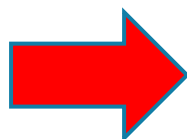


Doctor of Education



USC
Rossier
School of Education

Doctorate programs



Requ ested info	School	Location	On- line	Campus	EdD, PhD, or DNP	Credits needed	\$\$\$	GRE? Stats? Other?	Apply date? Start date?
	University of new <u>mexico</u>	New <u>mexico</u>	Yes	1 week each summer and <u>rn</u> research <u>conf</u>	PhD with <u>indiv</u> program of study	69 credits for <u>indiv</u> study, 4 years	\$573.18 x 69 = \$39,537	No GRE, Yes writing sample, No stats, yes comps	summer
	Nova Southeastern	Ft Lauderdal e	Yes	1 week in summer	<u>Phd</u> nursing education	60, 3 year of courses	\$895x60= \$53,700	No GRE	March for fall
	<u>Univ</u> of Northern Colorado	Greeley	Yes	Some, 1 visit in <u>july</u>	<u>Phd</u> nursing education	66, 4 years total	\$600x66= \$39,600	Yes GRE	Feb 15 for fall
	University of West Georgia	<u>Carollton</u>	Yes	2 days on campus	<u>EdD</u> in nursing education (nurse faculty loan program)	60, 11 semester s	\$412 x60 = \$24,720	No comps??? Yes GRE	
	<u>Brandman</u> University (chapman <u>univ</u> system)	LA, Irvine, culver city	yes	Some face to face	<u>EdD</u> organizational leadership 866.685.8793	57	\$985 x57 = \$56,145	Portfolio, writing samples, No GRE	Feb 2-17 Fall 2017
	Southern Connecticut state <u>Univ</u> and Western Conn.		yes	3x a year	<u>EdD</u> in education (nursing) – these two colleges admit together in the even years. They will admit again for Fall of 2018.	51	Look this up/ <u>one</u> place says \$370 a unit. Another place says \$1097.	GRE waived if GPA is 3.4	March 1 for Fall
	Teachers College – Columbia <u>Univ</u>	NYC	yes	4 day visit in August	<u>EdD</u> in nursing education	57	\$1512x57= \$86,000 or \$9510/semester	No GRE comps	April 1 for fall
	USC	Southern California	Yes	Blended	<u>EdD</u> in organizational change and leadership	43 with a <u>masters</u> degree	\$11,539/semester X8 = ~\$92, 312	No GRE, instead a writing assessment	March for Fall

School of Choice

- Established
- Respected in Academe
- Networking Opportunities
- Alumni Support
- Student Centered



Curriculum Overview

Organizational Change and Leadership

- ▶ Creativity
- ▶ Accountability
- ▶ Diversity
- ▶ Leadership
- ▶ Economics
- ▶ Role of Learning
- ▶ Organizational Change
- ▶ Communication

Research Based

- ▶ Framing Problems
- ▶ Inquiry I
- ▶ Inquiry II
- ▶ Inquiry III

Ch

ds



USC
Rossier
School of Education

Improving Exempt Nurse Leader Work-Life Balance: An Innovation Study

Shelly Hicks, University of Southern California
Dissertation Defense
Dr. Yates, Dr. Andres, Dr. Sparangis

USC
Rossier
School of Education

Statement of Problem

**MOST OF US
SPEND TOO
MUCH TIME ON
WHAT IS URGENT
AND NOT
ENOUGH TIME ON
WHAT IS
IMPORTANT.**

Stephen Covey

mindbootstrap.com

*People don't leave jobs,
they leave toxic work cultures.*

- Dr. Amina Aitsi-Selmi

Beware the
barrenness
of a busy life.

Socrates

USC
Rossier
School of Education

Literature Review



Nurse Leader

Volume 4, Issue 6, December 2006, Pages 26-28

Just breathe! The critical importance of maintaining a work-life balance

Eric W. Heckerson RN, MA, CHE ¹✉, Craig S. Laser RN, BSN, MAOM ²✉

Journal of
Nursing Management

Balancing professional and personal satisfaction
managers: current and future perspectives in a
care system*

Karran Thorpe RN, PhD, Robert LOO PhD, CPsych

Work-Life Balance:
What Generation Y Nurses Want

Isabel Jamieson, PhD, RN, BN, MNurs(Melb), CertAT, Ray Kirk, PhD, MSc, BSc, and
Cathy Andrew, PhD, RN, BA, MA(Hons)

Journal of
Nursing Management

Prospective study of managers' turn
lthcare organization

N SKAGERT PhD, BSocSC, LOTTA DELLVE PhD, RN, GU

Work/Life Balance:
Wisdom or Whining

EDY CPER

Resilience and Work-life Balance in First-line
Nurse Manager

Miyoung Kim RN, PhD ¹✉, Carol Windsor RN, PhD ²

BURNING OUT
ABANDONING CAREERS

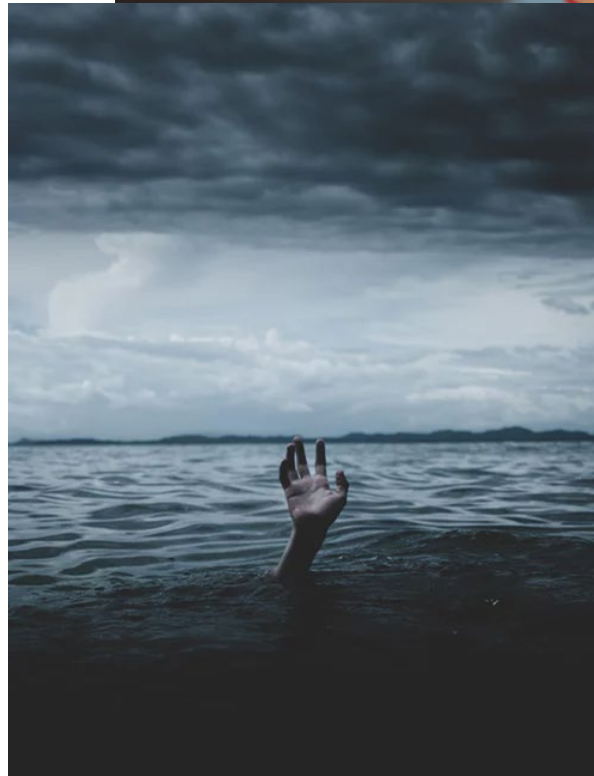


8 OUT OF 10

KNOW SOMEONE WHO LEFT NURSING
DUE TO CHALLENGES WITH WORK
RESPONSIBILITIES

USC
Rossier
School of Education

Significance of Study



USC
Rossier
School of Education

Methodological Framework

Qualitative research

"Not everything that can be counted counts, and not everything that counts can be counted."
- Albert Einstein



Conduct a GAP analysis:

- Are there **KNOWLEDGE** gaps about WLB?
- Are there **MOTIVATION** gaps toward WLB?
- Are there gaps between **ORGANIZATIONAL** cultural models and settings that influence WLB?

Participating Stakeholders



Exempt Nurse Leader Criteria:

- ↴ In position for at least 1 year
- ↴ Permanent employee
- ↴ Holds official title of Director, Nurse Manager, Assistant Nurse Manager, or Clinical Supervisor

Population = 38

Sample = 10 (5 from each hospital)



Data Collection

INTERVIEWS



OBSERVATIONS



DOCUMENTS



Results and Findings



USC
Rossier
School of Education

Results and Findings: Knowledge

ASSET

NEED

- terminology
- Knowledge of specific details and elements

ASSET

Procedural Knowledge

NEED

Results and Findings: Motivation



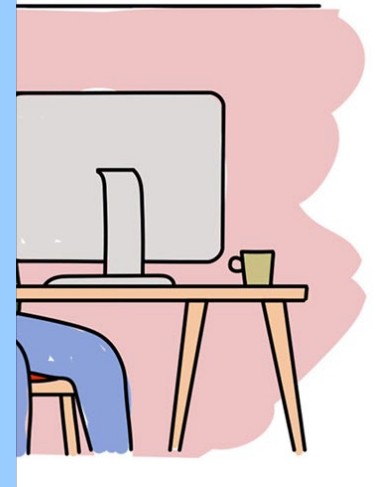
ASSET



Results and Findings: Cultural Settings



NEEDS



USC
Rossier
School of Education

Results and Findings: Cultural Models



NEEDS

ask for help, they'll
think I'm incompetent.

Results and Findings: Open Codes



Discussion and Recommendations: Knowledge

I like work/life separation, not work/life balance. What I mean by that is, if I'm on, I want to be on and maximally productive. If I'm off, I don't want to think about work. When people strive for work/life balance, they end up blending them. That's how you end up checking email all day Saturday.

Timothy Ferriss



USC
Rossier
School of Education

Discussion and Recommendations: Motivation



IF YOU DON'T DESIGN YOUR
OWN LIFE PLAN, CHANCES ARE
YOU'LL FALL INTO SOMEONE
ELSE'S PLAN. AND GUESS WHAT
THEY HAVE PLANNED FOR YOU?
NOT MUCH.

-JIM ROHN-

**“Balance is not something you find, it’s
something you create”**

— Jana Kingsford

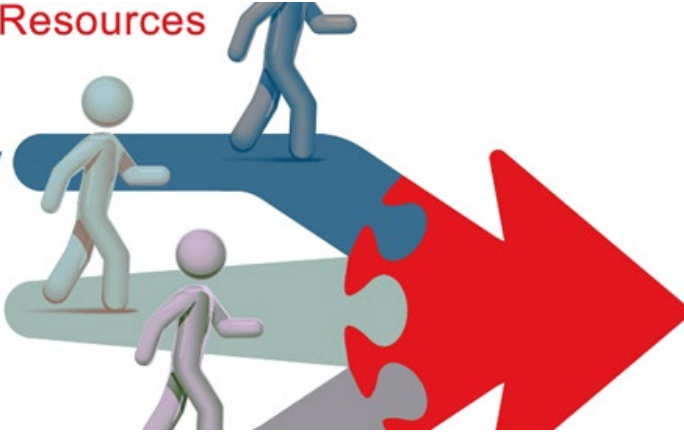
USC
Rossier
School of Education

Discussion and Recommendations: Cultural Settings

Use Your Resources

Effectively

Efficiently



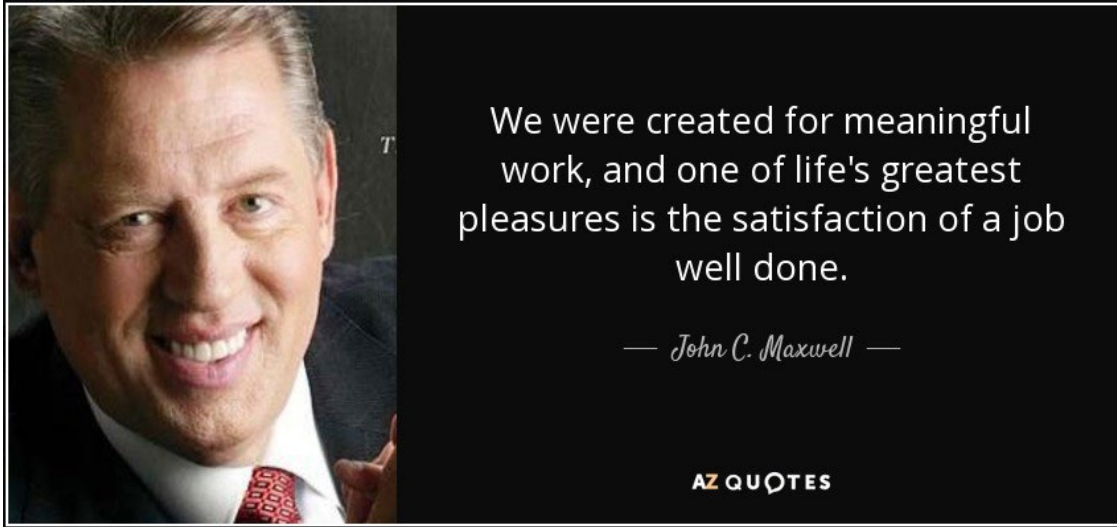
**Streamlined
Communication**

Allowing my people to have
a good work-life balance by
working flexibly is very
important to me

Richard Branson

USC
Rossier
School of Education

Discussion and Recommendations: Cultural Models

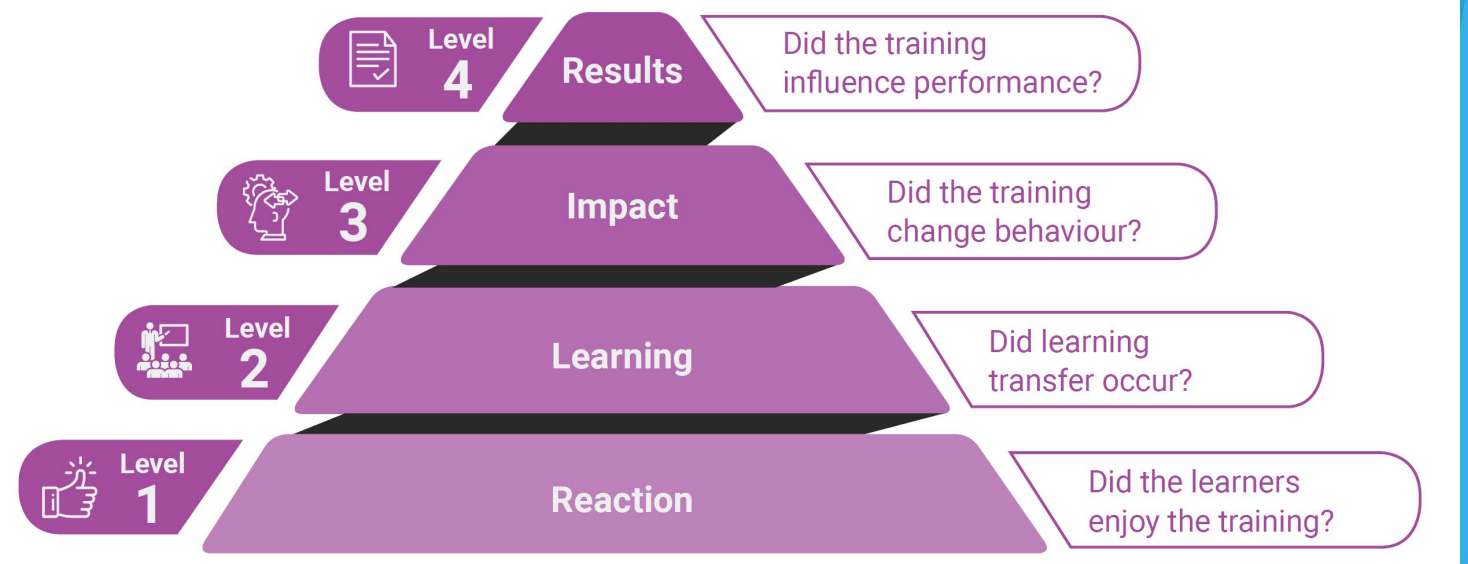


Seems Google management figured out it is cheaper, happier and more productive to take care of their employees and create a positive work environment than to burn them to a crisp, make them afraid of the future, and send them off into the highways and byways of California in search of a Taco Bell for lunch.

~ Joe McNally



Implementation and Evaluation Plan



Future Research

